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HEALTH & FAMILY WELFARE DEPARTMENT

NOTIFICATION

The 10th June, 2025

No.17047—HFW-MSIII-MSNG1M-0004/2019/H&FW. — In exercise of the powers conferred by the Proviso to Article 309 of the Constitution of India and in supersession of all rules, regulations, orders and instructions if any, issued in this regard except as in respect of things done or omitted to be done before such supersession, the Governor of Odisha hereby makes the following rules to regulate the methods of recruitment and conditions of service of the persons appointed to the Odisha Ophthalmic Service in the medical institutions of the State, namely:-

CHAPTER-I

GENERAL

1. Short title and commencement – (1) These rules may be called the Odisha Ophthalmic Service (Methods of Recruitment and Conditions of Service) Rules, 2025.

(2) They shall come into force on the date of their publication in the *Odisha Gazette*.

2. Definitions – (1) In these rules, unless the context otherwise requires,-

- (a) "Commission" means the Odisha Sub-Ordinate Staff Selection Commission;
- (b) "Committee" means the Departmental Promotion Committee constituted under rule-14 of these rules;
- (c) "Ex-Servicemen" means a person as defined in the Odisha Ex-Servicemen (Recruitment to State Civil Services and Posts) Rules, 1985;
- (d) "Government" means the Government of Odisha;
- (e) "Medical Institution" means the District Government Medicals, Government Medical College and Hospitals, Sardar Valavbhai Patel Post-Graduate Institute of Paediatrics (in short SVPPGIP) at Cuttack, Capital Hospital at Bhubaneswar and Rourkela Government Hospital (RGH) and tertiary care institutions;

- (f) "Persons with Benchmark Disabilities" means a person who have been granted with disability certificate by the Competent Authority as per the provisions of the Rights of Persons with Disabilities Act, 2016;
- (g) "Scheduled Castes and Scheduled Tribes" shall have reference to the Scheduled Castes and Scheduled Tribes as specified in the Constitution (Scheduled Castes) Order, 1950 and the Constitution (Scheduled Tribe) Order, 1950, as the case may be, under Articles 341 and 342 of the Constitution of India respectively;
- (h) "SEBC" means the Socially and Educationally Backward Classes referred to in the Odisha Reservation of Posts and Services (for Socially and Educationally Backward Classes) Act, 2008 (Odisha Act 6 of 2009);
- (i) "Service" means the Odisha Ophthalmic Service;
- (j) "Sportsperson" means a person who have been issued with Identity Card, as sportsmen by the Director of Sports (as per Resolution No.24808/Gen., dated the 18th November, 1985 of the erstwhile General Administration Department now GA & PG Department as amended from time to time); and
- (k) "Year" means the calendar year;

(2) All other words and expressions used in these rules but not specifically defined shall, unless the context otherwise requires, have the same meaning as respectively assigned to them in the Odisha Service Code.

3. Constitution of Service— The service shall consist of such posts as specified in Column(2) of the APPENDIX –A.

4. Conditions of taking over of existing Ophthalmic Assistants— (1) On the date of commencement of these rules, all the existing contractual Ophthalmic Assistants completing 6 (six) years of service, who have been duly recruited by concerned Societies or Schemes for working in different fixed Health Care Facilities only against the post approved or sanctioned by the Government in the Programme Implementation Plan (PIP) or Action Plan of concerned Society or Scheme and have completed 6 (six) years of satisfactory contractual service shall be deemed to be regular Government Employees as one time measure subject to fulfilment of eligibility criteria as prescribed under rule 5:

Provided further that those contractual Ophthalmic Assistants who do not meet the eligibility criteria as mentioned under rule 5 shall continue as such under the OSH & FW Society till closure of the project, retirement or disengagement, whichever is earlier.

(2) On their regularization, such posts of contractual Ophthalmic Assistants of the OSH & FW Society as in sub-rule (1) shall be deemed to have been abolished from the date of such induction of contractual Ophthalmic Assistants into the Cadre. As these posts shall cease to exist, there shall be no further recruitment to fill up these posts by the OSH & FW Society other than by the Commission under these rules.

5. Modalities for Induction of Ophthalmic Assistants into the Cadre— All the Ophthalmic Assistants with satisfactory contractual service under the Society or Scheme, shall be deemed to have been inducted into the Cadre, subject to following conditions,

(i) such Ophthalmic Assistants who have the minimum educational qualification and other eligibility criteria as per rule 9 at the time of engagement under the Society or Scheme;

(ii) who have been selected through an open and transparent recruitment process; and

(iii) while inducting, the reservation provisions as contained in rule 7 shall be followed.

6. Methods of recruitment— Subject to other provisions made in these rules, the method of recruitment to the posts as indicated in Column(2) of the APPENDIX-A shall be in the following manner, namely:-

(a) recruitment to the post of Ophthalmic Officer shall be filled up only by way of direct recruitment through competitive examination to be conducted by “the Commission” in the manner provided under rule-8;

(b) the post of Senior Ophthalmic Officer Level-II shall be filled up by way of promotion from amongst the persons holding the post of Ophthalmic Officer;

(c) the post of Senior Ophthalmic Officer Level-I shall be filled up by way of promotion from amongst the persons holding the post of Sr.Ophthalmic Officer Level-II;

(d) the post of Chief Ophthalmic Officer shall be filled up by way of promotion from amongst the persons holding the post of Sr.Ophthalmic Officer Level-I; and

(e) the post of Assistant Director shall be filled up by way of promotion from amongst the persons holding the post of Chief Ophthalmic Officer.

7. Reservations— Notwithstanding anything contained in these rules, the reservation of vacancies or posts as the case may be, for;—

(1) Scheduled Castes and Scheduled Tribes shall be made in accordance with the provisions contained in the Odisha Reservation of Vacancies in posts and Services (for Scheduled Castes and Scheduled Tribes) Act, 1975 and the rules made there under; and

(2) SEBC, Women, Sportsperson, Ex-Servicemen and Persons with Benchmark Disabilities shall be made in accordance with the provisions made under such Act, rules, orders, resolutions or instructions issued in this behalf by the Government from time to time.

CHAPTER-II

DIRECT RECRUITMENT

8. Recruitment Procedure for Direct Recruitment— (1) In the month of January every year the respective Appointing Authorities shall determine the existing vacancies and the vacancies likely to occur in the service in their respective jurisdictions in the year in which the recruitment is to be made and the vacancies shall be intimated to the Commission indicating therein the number of posts belonging to different reserved categories as specified under rule 7.

(2) On receipt of the intimation, the Commission shall publish advertisement at least in two leading vernacular daily newspapers having wide circulation in Odisha, inviting applications from eligible candidates for appearing in the competitive recruitment Examination.

(3) The application forms, the manner of submission of application, the documents required to be accompanied with the application form and scrutiny of applications shall be such as may be decided by the Commission.

(4) The standard, syllabus and subjects of examination shall be as decided by the Administrative Department in consultation with the Commission.

(5) The competitive examination shall be based on written test in the following manner, namely :—

- (a) written test shall carry 100 marks and shall be of two (2) hours duration comprising of objective type (multiple choice questions);
- (b) there shall be negative marking for each wrong answer and for each wrong answer 0.25 marks shall be deducted from the marks awarded for correct answers; and
- (c) sixty per cent (60%) of the questions shall be based on the subjects taught in the syllabus and twenty five per cent (25%) of the questions shall be based on practical skills, ten percent (10%) of the questions shall be on Arithmetic and five percent (5%) of the questions on English of HSC standard.

9. Eligibility Criteria for Direct Recruitment— In order to be eligible for direct recruitment, a candidate shall have to satisfy the following conditions, namely: —

- (i) **Nationality-** She/ He must be a citizen of India;

(ii) **Age limit** - A candidate must have attained the age of 21 years and must not be above the age of 32 years:

Provided that the upper age limit in respect of the reserved categories of candidates referred to in rule 7 shall be relaxed in accordance with the provisions of the Act., rules, orders or instructions for the time being in force, for their respective categories:

Provided further that, the upper age limit for contractual Ophthalmic Assistant under OSH&FW Society or Scheme who shall take part in the recruitment process, if otherwise eligible, shall be 45 years as on the date of advertisement.;

(iii) **Knowledge in Odia**—She/ He must be able to read, write and speak Odia, and must,—

(a) have passed middle school examination with Odia as language subject ; or

(b) have passed Matriculation or equivalent examination with Odia as medium of examination in non-language subject; or

(c) have passed in Odia as language subject in the final examination of class-VII from a school or educational institution recognized by the Government of Odisha or the Central Government; or

(d) have passed a test in Odia in Middle English School standard conducted by the School & Mass Education Department.

(iv) **Marital Status**—A candidate, if married, must not have more than one spouse living:

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person or there are other specific grounds for doing so, exempt any person from the operation of this rule.

(v) **Minimum Educational Qualification**—The educational qualification of the candidates for the post of "Ophthalmic Officer" must be as specified at column (3) of the APPENDIX-A.

(vi) **Physical Fitness**—A candidate must be of good mental and physical health and free from any physical defects likely to make him incapable of discharging his duties in the service.

(vii) A candidate who after such medical examination as prescribed by the Government, if not found to satisfy these requirements as specified in clause (vi) shall not be appointed to the service. and

(viii) A candidate must have registered his name in the Ophthalmic Officers' Council in the State and have possessed valid registration Certificate as on the date of the submission of application.

10. Procedure for selection by the Commission—(1) The Commission shall prepare a select list of successful candidates in order of merit on the basis of written test which shall be equal to number of advertised vacancies as a whole indicating therein the names of respective Appointing Authorities under whom the appointment shall be made subject to fulfilment of all formalities.

(2) If two or more candidates secure equal marks then the candidate securing higher percentage (%) of marks in Certified Ophthalmic Assistant or Certified Ophthalmic Surgical Assistant Course shall find place above the others in the merit list and in case percentage (%) of Marks obtained in Certified Ophthalmic Assistant or Certified Ophthalmic Surgical Assistant Course is also the same, the candidate older in age shall be placed above the younger; and in case the age is also the same, the candidate who secures more marks in +2 in any stream or equivalent examination shall find the place above the others.

(3) The list of successful candidates drawn in order of merit shall be published in the Notice Board of the Appointing Authority as well as in website and in two leading local newspapers.

11. Select List— (1) The Commission shall forward the list of the candidates so prepared under rule 10 to the Government for approval and after receiving the approval the same shall form the select list.

(2) The select list of the candidates prepared on merit shall be in force for a period of one year from the date of its approval by the Government or until another select list is prepared afresh whichever is earlier.

(3) Appointment to the post shall be made in the order in which their names appear in the select list.

CHAPTER -III

PROMOTION

12. Eligibility Criteria for Promotion – The eligibility criteria for promotion to the post of Senior Ophthalmic Officer level-II, Senior Ophthalmic Officer level-I, Chief Ophthalmic Officer and Assistant Director shall be as specified in Column (4) of the APPENDIX-A against the post.

13. Preparation of gradation list for the purpose of Promotion— (1) For the purpose of consideration of promotion to the posts of Senior Ophthalmic Officer, a combined gradation list of Ophthalmic Officer of all Medical Institutions shall be prepared by the Director of Health Services in the following manner,—

(a) The names shall be arranged on the basis of the year of recruitment chronologically;

(b) In each year of recruitment the names shall be arranged as per their respective merit lists or date of appointment as Ophthalmic Officer:

Provided that in case of position of two or more Ophthalmic Officer of different Medical Institutions happens to be the same as per the respective gradation lists, the person older in age shall be placed above the younger.;

(c) The Ophthalmic Officers inducted into the cadre under rule 4 shall en-bloc be junior to the Ophthalmic Officers appointed by direct recruitment prior to their induction and their names shall be placed below the names of direct recruits in the gradation list; and

(d) Names of the Ophthalmic Officer inducted under rule 4 shall be arranged in order of their date of joining in the contractual service under the Societies or Schemes. If the date of joining of two or more Ophthalmic Officer is same then the name of the older one shall be above the younger one.

14. Constitution of the Departmental Promotion Committee— (1) The Departmental Promotion Committee for consideration of promotion to the posts of Senior Ophthalmic Officer level-II, Senior Ophthalmic Officer level-I, Chief Ophthalmic Officer and Assistant Director shall be constituted with the following members, namely:—

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|---|-----------------|
| (i) Director of Health Services, Odisha; | Chairman |
| (ii) Director, Medical Education and Training, Odisha; | Member |
| (iii) Additional Director, Health Service (HRH& R) ,Odisha; | Member |
| (iv) Representative from ST SC & MBC Department; | Member |
| (v) Representative from SSEPD Department; | Member |
| | and |
| (vi) Administrative Officer (Medical), DHS(O). | Member Convener |

(2) The recommendation of the committee shall be valid notwithstanding the absence of any one of its members other than the Chairman:

Provided that the member so absenting must have been duly invited to attend the meeting of the Committee.

15. Procedure for selection by the Committee— (1) The Committee shall meet at least once in a year preferably in the month of January to prepare a list of employees, suitable for promotion to the higher grade taking into account the existing vacancies and anticipated vacancies of the year.

(2) The Committee while considering the promotion cases of suitable employees and preparing the list of such employees shall observe the following provisions, namely:—

- (a) the Odisha Reservation of Vacancies in Posts and Services (for Scheduled Caste and Scheduled Tribe) Act, 1975 and the rules made thereunder ;
- (b) the Odisha Civil Services (Zone of Consideration for Promotion) Rules, 1988;
- (c) the Odisha Civil Services (Criteria for Promotion) Rules, 1992; and
- (d) the Odisha Civil Services (Criteria for Selection for Appointment including Promotion) Rules, 2003.

16. Select list— (1) The Committee shall forward the list of the candidates so prepared under sub-rule (1) of rule 15 to the Appointing Authority for obtaining approval of the Government and after receiving the approval of the Government the same shall form the select list.

(2) The select list shall ordinarily be in force for a period of one year from the date of its approval by the Government or until another select list is prepared and approved whichever is earlier within the same year.

(3) The validity of the select list beyond the prescribed period shall remain in force only if there is specific Government order justifying the reasons thereof.

(4) Appointment to any post in the service shall be in the order in which their names appear in the select list.

CHAPTER-IV

OTHER CONDITIONS OF SERVICE

17. Probation and Confirmation— (1) All person appointed to the post in the service by direct recruitment shall be on probation for a period of two years and when appointed on promotion shall be on probation for a period of one year from the date of his joining in the post :

Provided that the Appointing Authority may, if thinks fit, in any case or class of cases, extend the period of probation but in no case it shall be more than a year: Provided further that such period of probation shall not include the period of,—

- (a) Extraordinary leave;
- (b) unauthorized absence; or
- (c) any other period held to be not being on actual duty.

(2) The appointment of a probationer coming through direct recruitment may for good and sufficient reasons to be recorded in writing, be terminated by the Government at any time without previous notice during the period of probation including extension of such period, if any and in case of the employee who has been appointed by way of promotion shall deemed to be reverted to his former cadre or post.

(3) A probationer after completion of the period of probation to the satisfaction of the Appointing Authority shall be eligible for confirmation subject to availability of substantive vacancy in the service.

18. Inter Se-Seniority—(1) The *inter Se-Seniority* of the persons appointed through direct recruitment under clause (a) of rule 6 in the service in a particular year shall be in the order in which their names appear in the select list.

(2) Ophthalmic Officer inducted under rule 4 shall en-bloc be junior to the Ophthalmic Officer existing under the respective Medical Institutions on the date of commencement of these rules.

(3) Seniority of Ophthalmic Officer inducted under rule 4 shall be determined taking into account their date of joining in the contractual service under the Society or Scheme.

(4) In a particular year, the Ophthalmic Officers inducted into the cadre under rule 4 shall en-bloc be junior to the Ophthalmic Officers appointed by direct recruitment under clause (a) of rule 6.

19. Other Conditions—The conditions of Service in regard to matters not covered by these rules shall be the same as may from time to time be prescribed by the Government.

20. Relaxation—When it is considered by the Government that it is necessary or expedient to do so in the public interest, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules in respect of any class or category of the employees.

21. Interpretation— If any question arises relating to the interpretation of any of these rules, it shall be referred to the Government whose decision thereon shall be final.

APPENDIX-A

(See rules 3,6,9 and 12)

Sl. No.	Name of the Post	Minimum Educational Qualification for Direct Recruitment	Eligibility Criteria for Promotion
(1)	(2)	(3)	(4)
1.	Assistant Director		5 years as Chief Ophthalmic Officer or 25 Years of service in the cadre out of which 1 year as Chief Ophthalmic Officer

2.	Chief Ophthalmic Officer		5 years as Senior Ophthalmic Officer level-I or 20 Years of service in the cadre out of which 2 years as Senior Ophthalmic Officer level-I
3.	Senior Ophthalmic Officer level-I		5 years of service as Senior Ophthalmic Officer level-II or 15 Years of service in the cadre out of which 2 years as Senior Ophthalmic Officer level-II
4.	Senior Ophthalmic Officer level-II		08 years of service as Ophthalmic Officer
5.	Ophthalmic Officer	+2 Science or its equivalent with two years Certified Ophthalmic Assistant Training Course or Certified Ophthalmic Surgical Assistant Course from a Govt. or Govt. recognised Institution of the State	

By Order of the Governor

ASWATHY S

Commissioner-*cum*- Secretary to Government